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SSCI

OCA 86-3349

8 October 1986

## MEMORANDUM FOR THE RECORD

SUBJECT: SSCI Personnel Review Team Meeting with [redacted]  
 [redacted] Chief Psychological Services Division,  
 Office of Medical Services

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1. On 7 October 1986 [redacted] Chief,  
 Psychological Services Division, Office of Medical Services  
 briefed Charles Battaglia and Charlene Packard of the SSCI  
 personnel review team on the use of the PATB by the Agency.  
 [redacted] of his staff attended as did the undersigned.

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2. [redacted] first gave the staffers a document which  
 described the various tests included in the PATB and what  
 each is designed to measure. He pointed out that the test  
 is used for professional level applicants only. The  
 Educational Testing Service administers the test for us at  
 more than one hundred locations. Recruiters can schedule  
 the test for an applicant. He noted that a few offices such  
 as ORD and OD&E prefer to use interviews instead of the  
 PATB.

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3. [redacted] explained that his office tried to educate  
 managers that there is no pass or fail "grade" on the test,  
 but that it is a means of developing relevant information  
 about the strengths and weaknesses of a potential employee.  
 [redacted] told them the number of PATBs that have been  
 given in the last year and that there has been a rapid  
 increase in that number over the last five years.

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4. [redacted] explained some of the character  
 traits which are reflected in the PATB and how these traits  
 might be interpreted by Agency managers looking for certain  
 types of employees. He then led a discussion of the role  
 the PATB may have in revealing security risks. He talked  
 about his study to determine whether there is a profile or  
 trait associated with those employees who commit espionage.  
 He added that other offices have the responsibility to  
 detect security risks in applicants and that the PATB is not

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designed to be a security screen. Indeed its purpose is to assist managers "select in" whereas the other offices attempt to "screen out" those unsuitable for security reasons.

5. In response to a comment from Battaglia that some recruiters see a cultural bias in the PATB, [ ] said that they have never been able to demonstrate that it does. He backed up his statement by a review of a large study done to determine the cultural impact of the PATB on black applicants. He said the results showed that the acceptance rate for blacks exceeded the EEO criteria by a healthy margin. He added that we are sensitive to this issue and continue to monitor the PATB for evidence of it.

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6. With respect to the validity of the PATB, [ ] said that we have kept the PATB in its present form because it is demonstrably relevant. He noted that there is a high correlation between test results and job performance. In response to another question he detailed the time sequence followed by OMS in the administration and processing of the PATB. He detailed the coordination followed with the Office of Personnel and the use it makes of the PATB results.

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7. The staffers indicated that the briefing had been very helpful and had no follow up questions. They mentioned that they had visited a DOD facility in Monterey that is doing research on security risks similar to that of [ ] and suggested he might want to meet with some of their researchers.

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